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ABSTRACT

This paper is the 10th in a series of biannual surveys of Texas public school teachers that began in 1980 to examine teacher characteristics (including their feelings about moonlighting). Participating teachers were selected using a computerized systematic sample from a population of 100,000 members of the Texas State Teachers Association. For the 1998 survey, researchers mailed questionnaires to 699 teachers, and 312 teachers responded with usable surveys. Results indicate that the average Texas teacher is a 45-year-old female, is making a salary of $34,572, is married with a working spouse, has a bachelor's degree, is not the family breadwinner, teaches elementary school in a suburban district, and has 16.2 years of experience. About 40 percent of the teachers are seriously considering leaving the profession. Around 35 percent work in the summer making $2,526, and 34 percent moonlight during the regular school year making $3,440 while working 11.5 hours per week. Nearly 90 percent of the teachers pay health insurance in the amount of $144 per month. Over 60 percent of the teachers believe that moonlighting is detrimental and would like to quit while believing that the quality of teaching is better than it was 5 years ago. (Contains 4 figures, 5 tables, and 7 references.) (SM)

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TEXAS TEACHERS, MOONLIGHTING, AND MORALE: 1980-1998

by

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ABSTRACT

This was the tenth in a series of biannual surveys of Texas public school teachers. The study began in 1980 to form a database of demographic information related to characteristics of Texas teachers. A sample of Texas teachers was selected using a computerized systematic sample from a population of 100,000 members of the Texas State Teachers Association. The 1998 survey was conducted in February when questionnaires were mailed to 699 teachers. The study had a return rate of 47% (312 of 664) with 35 wrong/bad addresses.

The average teacher in Texas is a 45 year-old female, making a $34,572 salary, married with a working spouse, has a bachelor's degree, is not the family breadwinner, teaches elementary school in a suburban district, has 16.2 years of experience, with 40% of her fellow teachers seriously considering leaving the profession. Thirty-five percent work in the summer making $2526, and 34% moonlighting during the regular school year making $3340 while working 11.5 hours per week. The average teacher (88%) pays health insurance in the amount of $144 per month. The teacher believes that moonlighting is detrimental (63%) and would like to quit while believing the quality of teaching is better than five years ago.

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February 1998

Dear Texas Teacher:

The enclosed survey is a continuation of the 1980-1996 statewide 10th biannual study entitled "**Teachers, Moonlighting, and Morale**" that in past years has gained state and national attention in the news media.

In cooperation with the Texas State Teachers Association, you were chosen at random to participate in this study from a list of approximately 100,000 teachers. It is very important that you return the survey in the provided self-addressed, stamped envelope so that the results can be shared with the Texas Legislature, TSTA, and the news media in April.

- Circle only one answer per question or fill in every blank (estimate answers)
- If you have a second job during the school year, also answer the extra questions.
- Add comments on the back of the survey if you wish to contribute an opinion.
- Please return the survey **today**!!!

Thanks for your valuable time.

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"Returning this survey implies informed consent."

INTRODUCTION

This was the tenth in a series of biannual surveys of Texas public school teachers. The study[1] began in 1980 to form a database of demographic information related to characteristics of Texas teachers. A sample of Texas teachers was selected using a computerized systematic sample from a population of 100,000 members of the Texas State Teachers Association. The 1998 survey was conducted in February when questionnaires were mailed to 699 teachers. The study had a return rate of 47% (312 of 664) with 35 wrong/bad addresses.

MOONLIGHTING AND TEACHING

Ballou[2] investigated causes and consequences of teacher moonlighting, using a mid-1980s nationwide survey of U.S. teachers. Results showed that moonlighting was highly insensitive to teacher pay levels. Moonlighting teachers did not appear to shortchange students when preparing lessons, grading papers, or assigning homework. Pearson[3] researched two groups of teachers from a large urban school district in Florida. They were compared in terms of demographic variables, work-related attitudes and perceptions, and reactions to conditions in their work environment. Results indicated those who moonlighted were reliably distinguished from those who did not by demographic characteristics and work-related perceptions. Results suggested moonlighting was an attempt to raise living standards. Carroll[4] studied moonlighting practices of 416 elementary and secondary school teachers comparing those who moonlight with those who did not. Results showed that moonlighters tended to be younger, better educated, and less satisfied with current employment .

Ladestro[5] found that for many teachers, moonlighting was an economic necessity. Dedication to their students and a love of teaching inspired many teachers to remain in the field, but they had difficulty making ends meet. Statistics showed that moonlighting was more prevalent within teaching than in any other profession. Alley and Ballenger[6] concluded about 5 percent of all U.S. workers hold second jobs; 300,000 teachers, or 17 percent of America's 2 million teachers, were employed outside the school system during the school year. Moonlighting adversely affected teacher recruitment, job stress, and teacher efficacy.

MORALE

The nation's teachers were disenchanted with reform, were dissatisfied with their working conditions and feel left out of decision making, according to a nationwide poll of 21,389 elementary and secondary school teachers conducted by the Carnegie Foundation for Advancement of Teaching. An exodus of young, talented but dissatisfied teachers from the nation's classrooms are becoming a catastrophe for education in the United States, a survey of former teachers said.[7]

ANALYSIS OF SURVEY

Table 1 is the questionnaire mailed to the sample of Texas teachers. Table 2 shows the results of the questionnaires for the past 18 years. The teachers' salaries were up $1438 the past two years (4.3%). Both the 34% of teachers moonlighting and the 11.5 hours worked per week are indicative of the time that teachers spend outside the classroom. Moonlighting earnings were down $1164 (26%) for the past two years to an average of $3340. Discipline was listed as the number one problem in schools (51%) and paperwork was the second biggest problem (35%).

Table 3 shows that 26% of the teachers gave money as a reason for seriously considering leaving the profession. Working conditions were given by 41% of teachers. Retirement dropped from 28% to 22% as a reason. Table 4 indicates that 41% of moonlighting jobs were school related with tutoring being the most common. Service jobs were up from 19% to 21% and sales/bookkeeping jobs were up from 20% to 23%.

In a more detailed analysis (see Table 5), 50% of the males had summer jobs while only 31% of the females worked in the summer ; 40% of the males moonlighted versus 27% of the females. The male teachers had 15.4 years of experience compared to 16.3 years for female teachers. This is the first time in the 18 years of the study that the men had less teaching experience than the women. The male teacher made $34,664 compared to the $34,556 for the female teacher. Twenty-eight percent of the single teachers moonlighted while 27% of the married teachers moonlighted. There was a 9% difference in the males leaving (49%) and the females leaving (40%). Thirty-three percent of the married and 42% of single teachers considered leaving. Ninety-one percent of male teachers and 88% of female teachers have health insurance. Table 6 is the list of the typical moonlighting jobs done by teachers.

SUMMARY

The average teacher in Texas is a 45 year-old female, making a $34,572 salary, married with a working spouse, has a bachelor's degree, is not the family breadwinner, teaches elementary school in a suburban district, has 16.2 years of experience, with 40% of her fellow teachers seriously considering leaving the profession. Thirty-five percent work in the summer making $2526, and 34% moonlighting during the regular school year making $3340 while working 11.5 hours per week. The average teacher (88%) pays health insurance in the amount of $144 per month. The teacher believes that moonlighting is detrimental (63%) and would like to quit while believing the quality of teaching is better than five years ago. Figures 1, 2, 3,4 graphically show trends.

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TSTA Moonlighting Comments by Teachers--1998

1. There is a push to increase school standards. Why don't we have a push to increase parental standards and societal standards?
2. Preparation periods should not be used for meetings. Perhaps elementary grades would benefit from departmentalization. There would be fewer subjects to prepare and pupils would receive instruction from more than one teacher. I taught extended year one summer and when school started again I was exhausted. Even though I need the extra money, my students deserve to have an enthusiastic, rested teacher.
3. I'm tired of working so hard for students and parents that don't care. I'd like to be left alone to teach and not always having to try new things when my test scores show that what I'm doing works. We are not a Chapter I school. Our school has less money, materials, computers, etc. than any other school in our large district. Our parents pay more taxes and their children get fewer programs. I wish there was some equity in education. I spend about $6000-7000 a year to buy material needed for my own room. That isn't right.
4. Need better ways of handing our classroom with 4 or 5 disruptive students, smaller classes, a qualified and strict assistant principal, respectful students with good morals and concerned parents.
5. We have become the "whipping boys" for everything that goes wrong. We make personal sacrifices and are seriously underpaid. For me, the love is greater than the pain. For a lot of others--anything is better than this.
6. I think the number one reason teachers leave is the mental turmoil that comes with the job. If you care about teaching, if you really care, then the job becomes next to impossible. There are a few people who stay in teaching, who chose not to care. I believe most were made that way by the profession. I think, in teaching, those who want to excel in the profession, who want to make wrongs right, get out after a while. Some stay to keep their jobs, and they learn to compensate by letting things slide and not caring much. There are very few who stay and fight. Those who I know have pretty tough lives.
7. Before and after school duty could be worked by teachers' aides. Aides could also handle detention that teachers currently must do on their own.
8. Teaching can be a very rewarding profession; however, I have also found it to be a very frustrating one. I am working over 50 hours per week and I do not receive much job satisfaction. One of our most distressing problems is student discipline. This occurs for both new and experienced educators. Parents are more often than not hostile or apathetic and administrators do not provide enough support. We are expected to be professional in the highest sense; however, we are not treated as such.
9. I find it insulting to think that I might need to be recertified every few years. In college, I graduated with a GPA of 3.8. As a student teacher and full time educator I have received excellent appraisals. Now I must jump through one more ring. Am I a professional educator or a circus pony?
10. If I were a single income person, I would probably have a second job.

11. I wish to say, as a small voice from the trenches, that many of our best educators have and will leave the profession due to the overwhelming pressure of this job. For all of the responsibility and stress that we experience, we receive a salary equivalent to that of a garbage collector. I don't only view the profession in terms of dollars signs but I must, like others, work to earn a living and put my own children through college.
12. Extend the teaching day, with pay, to promote planning with other teachers as well as individual planning. Extend planning periods within the current school day to two hours daily. Have students leave at noon one day a week and set remainder of day for unencumbered planning.
13. Teachers are required to give too much time to activities and instruction that do not benefit students. I believe recertification requirements would just use up more of a teacher's valuable time without improving classroom practices. Teachers need clear goals, on-going training and support in adapting instruction for individual students, and the time to plan an implement this instruction.
14. Simplify school curriculum and each teacher should have a modern computer with modern software (Windows NT and MS Office).
15. Prep periods should be assigned according to different preparations a teacher has per school year.
16. Less required meetings during planning time, less unnecessary paperwork to turn in.
17. Conference period is spent on conferences and team meetings, not lesson planning.
18. Teachers are told to lower the failure rate to 15% max. The concept of leaving the classroom to make more money and do less must be changed.
19. If we had fewer after-school meetings and more productive use of inservice; not just to give information on the latest trends in the district/state they wish to try. Other states have curriculum strands, why doesn't Texas so that when students move it is helpful and not hurtful?
20. The worst problem isn't with the kids, it's the administration--all the way up. We still use corporal punishment which is the only form of discipline the administration uses on our campus. I am not totally against it, but there are other means.
21. Some teachers are paid less than garbage men. We are required to have a degree and to put up with society's problems and work overtime and to be prepared for each day. Do garbage men have to be recertified? America wonders why we are behind other countries?
22. Less paperwork, more training.
23. Preparation periods should not be used for meetings.
24. Less paperwork and more time to do what I am paid to do, which is teach.
25. Parents don't support teacher and their discipline methods as they used to.
26. Another complaint I have is with TAAS. I feel it is not a fair measure of a child's knowledge.
27. Isn't it time Texas had a statewide health plan for state employees in the education field?
28. I do not have enough time to prepare for my lessons. I spend a lot of hours each weekend making up for my missed preparation time during the week. Teachers are swamped with needless paperwork. It takes and average of 30-60 minutes a day to keep up and in order to have proof, you document everything.

29. Our worst problem is the district's new emphasis on TAAS scores so that we can become a recognized district.
30. As a special education teacher, I spend more time on paper work for ARD's, writing goals, etc. than I do teaching or preparing for class time.
31. We need to have workshops to ready our rooms and lessons at the beginning of each term. We need to see how other teachers approach the same lesson.
32. I no longer moonlight; however, I did so for about 10 years. I was a waitress and worked 6-8 hours a day. I made an average for $100 a night. My teaching never suffered, but my body and stress level were unable to keep up the rigid schedule.
33. Block scheduling gave us 30 more students and less time to prepare. 6 classes = 180 students; five classes would be enough on block.
34. We have "duty" during our conferences/prep time. I usually spend my conference calling parents and making copies.
35. Problems: various night meetings for parents and documentation for PDAS.
36. Principals seem afraid to punish students because parents will yell to the school board thereby threatening their job. Thank God, there are a few, true, professional principals out there who handle the job properly and still guarantee their teachers the professional self-respect.
37. It would be nice to be allowed to do paperwork while "on the clock." My husband gets upset when I work on special education reports at home.
38. Before and after school duty should be handled by aides.
39. Teaching can be a very rewarding profession; however, I have also found it to be a very frustrating one. I am working over 50 hours per week.
40. Access to my classroom during my planning time. Easy access to a copy machine.
41. Teachers are required to give too much time to activities and instruction that do not benefit students. Major problems: lack of support by administration, low salary, lack of discipline, lack of supplies, lack of respect.
42. Teachers are paid by state monies-but teachers are not paid like state employees: poor health insurance--need one like the state employees, retirement pay is pathetic--not as good as that of state employees. Administrators are too numerous and are paid healthy salaries--much above teacher salaries.
43. I spend at least 1/2 of my time documenting discipline related issues and filling out forms, or reporting incidents in person.
44. The method used and rules for finding learning disabled is wrong. Low IQ children are excluded from learning disabled programs and count against you for TAAS.
45. If I was the "major bread winner," in the family, my salary would put my children on free lunches. This seems inappropriate for someone with a college degree.
46. There is little or no support, respect, or appreciation for the classroom teacher and no improvement is within sight.
47. All decisions at my school are strictly reactions without considering long-range implications. Most are meant to appease some irate party for the moment.
48. Paperwork is such a serious problem that it leaves little time for preparation and grading.

Table 1

TEACHERS, MOONLIGHTING, AND MORALE--1998

DIRECTIONS: Please circle or answer all items that apply to you. Add comments on the back if you wish.

1. What is your age?..... Years_____
2. What is your sex?..... Male Female
3. What is your marital status?..... Married Single Other
4. If married, does your spouse work?..... Yes No NA
5. What is your highest degree?..... Bachelor Master Doctor
6. Are you the major bread winner in your household?..... Yes No Equal
7. What is the worst problem in your school? (Other? _____)..... Drugs Discipline Paperwork Safety
8. In what type of district do you teach?..... Urban Suburban Rural
9. What grade level do you primarily teach?..... K-5 6-8 9-12
10. How many years have you taught in the public schools?..... Years_____
11. What is your current teaching salary per year?..... $ _____
12. Are you seriously considering leaving the teaching profession?..... Yes No
    If yes, why are you considering leaving?..... _____
13. How is the quality of teaching at your school compared to five years ago?..... Better Worse Same
14. What type of computer do you have at home?..... None Macintosh Windows/PC
15. What type of computer do you have in your classroom? ..... None Macintosh Windows/PC
16. Are you in favor of the recertification of teachers?..... Yes No No Opinion
17. Do you have health insurance with the school district?..... Yes No
18. How much do you pay per month out-of-pocket for the health insurance?..... $_____ None
19. How many hours per week spent outside of class on school related work?..... Hours_____
20. Do you have adequate time to prepare and teach?..... Yes No
    If No, what changes could be made? (Please write on the back.)
21. Is social promotion a serious problem at your school?..... Yes No
    If Yes, circle on a 1-----5 scale: (1 = no problem, 5 = serious problem)..... 1 2 3 4 5
22. Do you have an extra job during the summer?..... Yes No
23. How much extra do you earn during the summer?..... $_____ None
24. Do you have an extra (moonlighting) job during the regular school year
    to supplement your teaching salary?..... Yes No

*****If your answer to Question #24 is yes, please answer the following questions.*****

25. How much extra money do you earn during the regular school year?..... $_____
26. How many hours per week during the regular school year do you
    spend working at the moonlighting job?..... Hours_____
27. Do you feel that the quality of your teaching would improve if you
    did not have a second job during the regular school year?..... Yes No
28. Would you quit the second job if your teaching salary would enable
    you to give up moonlighting during the school year?..... Yes No
29. How large a raise in your teaching salary would you require to enable
    you to quit moonlighting during the regular school year?..... $_____
30. What is your extra job during the school year? (Please give a job title
    such as bookkeeper, sales clerk, coach, bus driver, rancher, etc.)..... _____

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Table 2
SURVEY OF TEXAS PUBLIC SCHOOL TEACHERS

Characteristics	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998
Average Salary	$14,113	$17,351	$20,259	$24,601	$26,161	$26,838	$28,444	$30,395	$33,134	$34,572
Average Age	38.6	39.2	41.2	41.3	43.0	42.5	43.6	43.0	45.5	44.9
Sex: Male	20%	20%	15%	18%	16%	15%	17%	16%	14%	15%
Female	80%	80%	85%	83%	84%	85%	83%	84%	86%	85%
Married	77%	75%	75%	77%	73%	74%	73%	73%	76%	73%
Spouse Works	70%	70%	66%	72%	67%	70%	73%	68%	76%	72%
Degree: Bachelor	64%	63%	55%	50%	53%	53%	60%	57%	56%	58%
Master	36%	37%	44%	49%	47%	47%	39%	42%	43%	41%
Major Breadwinner	40%	40%	40%	39%	43%	41%	46%	42%	42%	40%
Consider Leaving	38%	37%	40%	42%	38%	45%	35%	38%	44%	40%
Districts: Urban	41%	43%	43%	46%	38%	42%	41%	40%	40%	35%
Suburban	33%	37%	39%	37%	40%	40%	37%	41%	39%	44%
Rural	27%	20%	18%	17%	22%	18%	22%	19%	21%	21%
Grade Taught: K-5	51%	50%	46%	52%	52%	51%	53%	47%	50%	54%
6-8	20%	20%	24%	23%	23%	25%	27%	29%	21%	22%
9-12	29%	30%	30%	26%	25%	24%	21%	24%	29%	24%
Years Experience	11.8	12.1	13.7	14.3	15.4	14.9	14.4	14.8	16.7	16.2
Extra Job in Summer	30%	36%	34%	31%	29%	32%	30%	33%	36%	35%
Summer Earnings	$1252	$2076	$2205	$1891	$2480	$2087	$2221	$2391	$3035	$2526
Moonlight	22%	29%	26%	23%	20%	21%	22%	23%	30%	34%
Moonlight Detrimental	64%	69%	70%	50%	66%	61%	65%	73%	63%	63%
Moonlight Earnings	$2799	$3189	$3615	$3522	$4627	$4329	$3552	$3533	$4504	$3340
Moonlight Hours Weekly	13.6	11.9	14.4	12.8	10.4	11.6	11.1	12.0	10.8	11.5
Quit Moonlighting	75%	75%	82%	61%	78%	73%	72%	78%	64%	77%
Raise to Quit Moonlighting	$3399	$4750	$5000	$3921	$4914	$4891	$5167	$5597	$5893	$6295
Quality of Teaching (Better)	*	*	*	*	37%	39%	43%	43%	39%	38%
Health Insurance	*	*	*	*	*	82%	82%	78%	84%	88%
Average Pay for Insurance	*	*	*	*	*	$108	$144	$150	$126	$144
Social Promotion a Problem	*	*	*	*	*	*	*	*	54%	55%
Hours Outside Classroom	*	*	*	*	*	*	*	*	12.1	13.3
Adequate Time to Prepare	*	*	*	*	*	*	*	*	41%	36%
Favor Recertification	*	*	*	*	*	*	*	*	*	9%
Worst Problem : Discipline	*	*	*	*	*	*	*	*	*	51%
Paperwork	*	*	*	*	*	*	*	*	*	35%
Computer at Home (None)	*	*	*	*	*	*	*	*	*	21%
Macintosh	*	*	*	*	*	*	*	*	*	23%
PC/Windows	*	*	*	*	*	*	*	*	*	56%
Computer in Classroom (None)	*	*	*	*	*	*	*	*	*	18%
Macintosh	*	*	*	*	*	*	*	*	*	50%
PC/Windows	*	*	*	*	*	*	*	*	*	32%

Note: Responses in percentages are a "YES" answer.
State Survey by: Dr. David L. Henderson (Sam Houston State University) and Travis W. Henderson (Windham School District) Huntsville, Tx. for the TSTA.

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Table 3
REASONS FOR LEAVING

Reason	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998
Money	46%	50%	41%	17%	23%	24%	17%	25%	21%	26%
Working Conditions •Stress •Burnout •Paperwork •Hassles	27%	24%	31%	68%	53%	57%	51%	44%	39%	41%
Students •Discipline •Motivation •Academics	14%	13%	4%	3%	3%	2%	7%	15%	8%	5%
Retiring	5 %	6%	14%	12%	15%	13%	16%	9%	28%	22%
Industry	3 %	4%	6%	0%	3%	4%	4%	1%	1%	2%
Others	5%	3%	6%	0%	3%	0%	5%	6%	3%	4%

1980 Number Leaving (106); Reasons (140); 319 of 417 Returns (70%)
1982 Number Leaving (119); Reasons (140); 319 of 495 Returns (65%)
1984 Number Leaving (132); Reasons (138); 332 of 474 Returns (70%)
1986 Number Leaving (137); Reasons (133); 329 of 510 Returns (65%)
1988 Number Leaving (133); Reasons (163); 353 of 529 Returns (67%)
1990 Number Leaving (179); Reasons (248); 402 of 593 Returns (68%)
1992 Number Leaving (126); Reasons (157); 375 of 591 Returns (63%)
1994 Number Leaving (127); Reasons (160); 361 of 582 Returns (62%)
1996 Number Leaving (109); Reasons (117); 289 of 574 Returns (51%)
1998 Number Leaving (125); Reasons (138); 312 of 664 Returns (47%)

Table 4
MOONLIGHTING JOBS FOR TEACHERS

JOB TITLE	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998
School Related	37%	42%	34%	24%	41%	41%	51%	50%	44%	41%
Services	19%	22%	28%	6%	12%	20%	25%	11%	19%	21%
Sales/Bookkeeping	27%	25%	25%	44%	34%	14%	13%	21%	20%	23%
Agriculture	5%	8%	6%	1%	5%	2%	0%	9%	9%	3%
Music/Artistic	9%	3%	7%	15%	8%	11%	8%	9%	8%	5%
No Comment	3%	0%	0%	10%	0%	12%	3%	0%	0%	13%
Total Number Jobs	64	78	101	71	76	82	71	76	75	106

Table 5
DIFFERENCES IN TEXAS TEACHERS--1998

MEN		WOMEN
44.5	Age	45.0
15.4	Years Experience	16.2
$34,664	Salary	$34,556
$161	Health Insurance	$141
$3650	Summer Job	$2210
$3081	Moonlighting Job	$3409
14.1	Hours Moonlighting	10.9
$7265	Raise to Quit	$6001
13.7	Extra Hours Outside School	13.2

49% Men: Considered Leaving
40% Women: Considered Leaving

40% Men: Moonlight
27% Women: Moonlight

50% Men: Have Summer Jobs
31% Women: Have Summer Jobs

91% Men: Have Health Insurance
88% Women: Have Health Insurance

93% Men: Believe Problems With Social Promotion
53% Women: Believe Problems With Social Promotion

50% Men: Major Bread Winner in Family
39% Women: Major Bread Winner in Family

57% Men: Discipline Worst Problem
50% Women: Discipline worst Problem

76% Men: Spouse Works
72% Women: Spouse Works

45% Men: Adequate Time to Prepare and Teach
34% Women: Adequate Time to Prepare and Teach

34% Married: Have Summer Jobs
34% Not Married: Have Summer Jobs

33% Married: Considered Leaving
42% Not Married: Considered Leaving

27% Married: Moonlight
28% Not Married: Moonlight

Grade Level Teaching
Men: Elementary (22%) JrHS (31%) High School (47%)
Women: Elementary (60%) JrHS (19%) High School (21%)

Figure 1
AVERAGE SALARY OF TEXAS TEACHERS

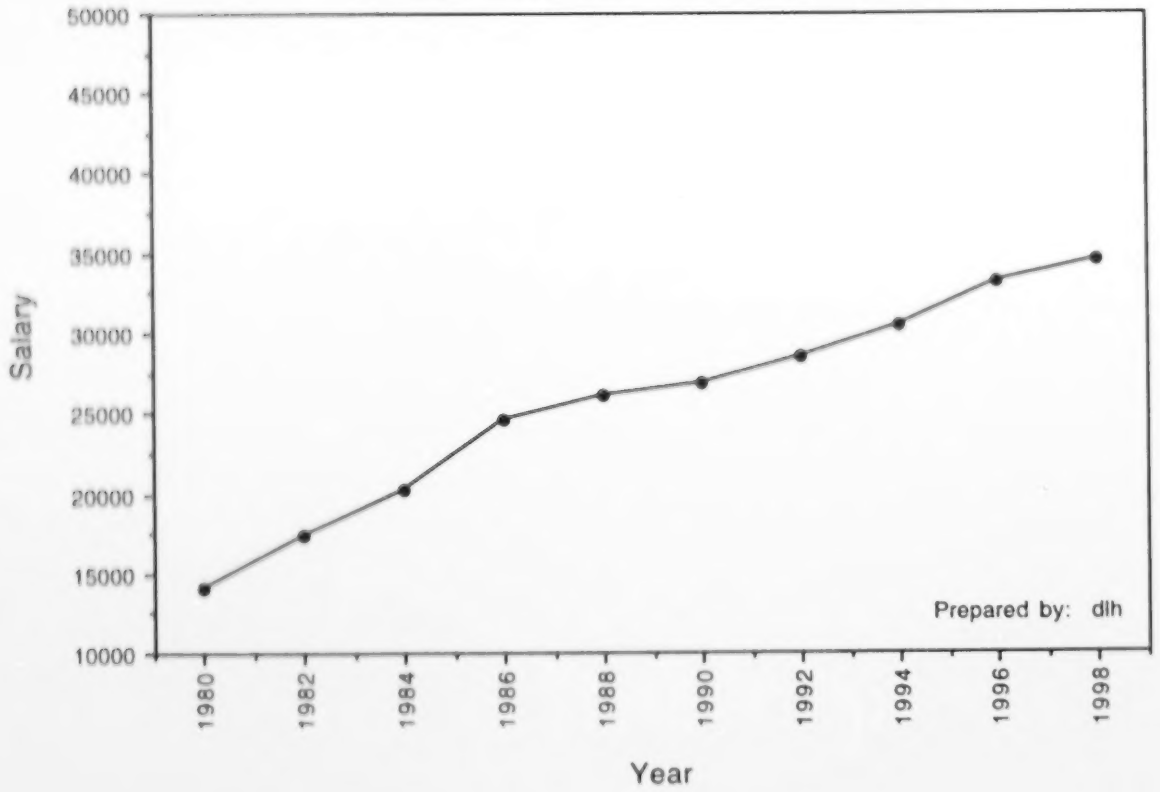

Figure 2
AVERAGE AGE OF TEXAS TEACHERS

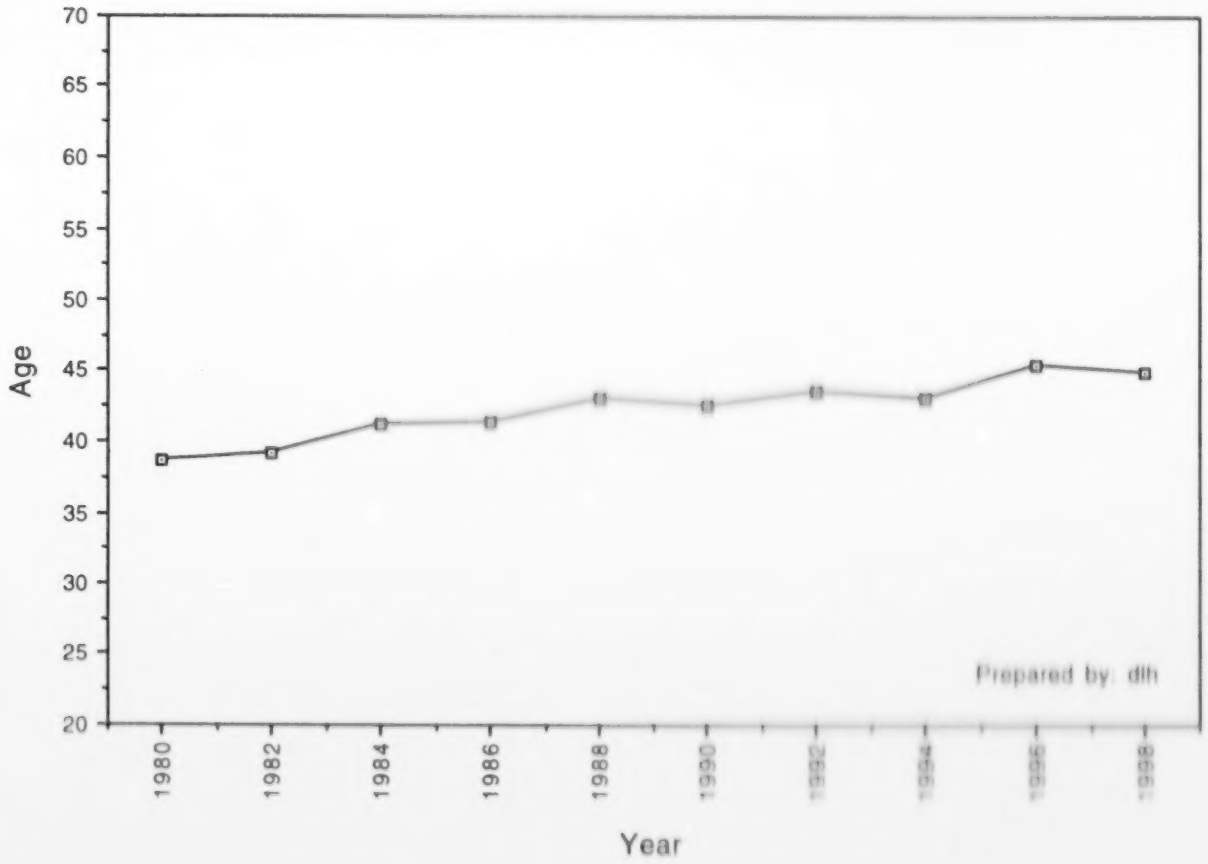

Figure 3
CHARACTERISTICS OF TEXAS TEACHERS

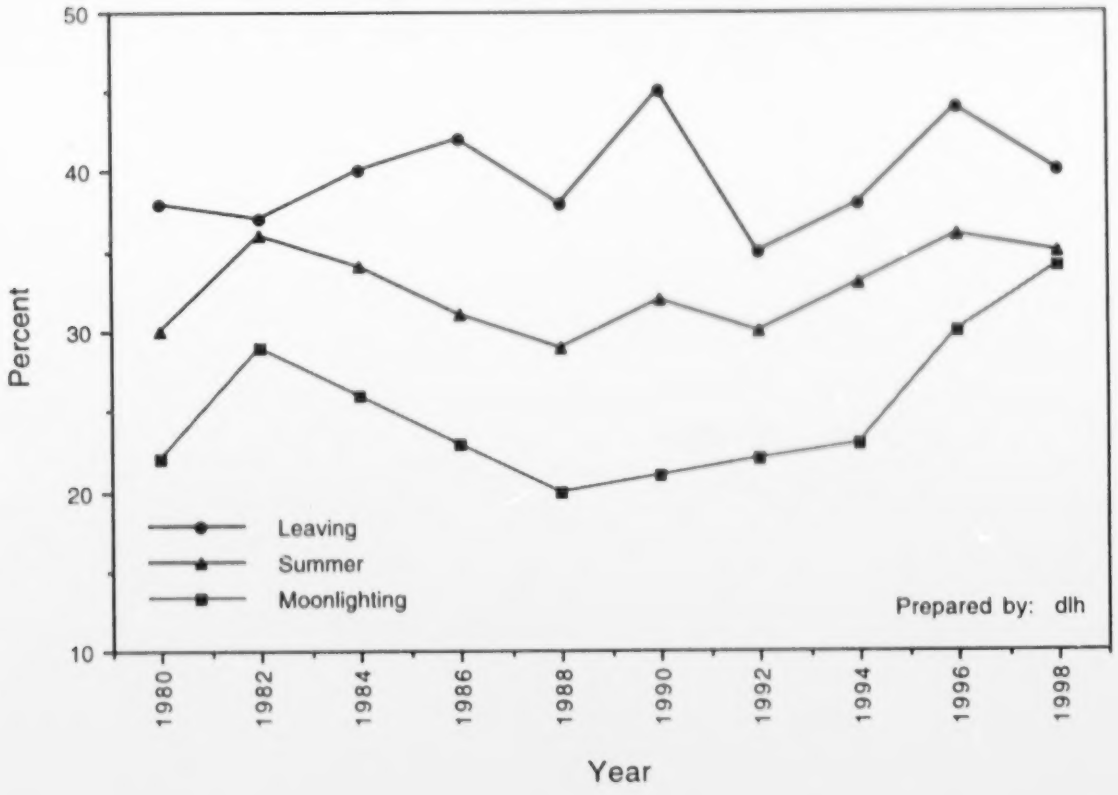

Figure 4
EXTRA MONEY EARNED BY TEXAS TEACHERS